



REQUEST FOR ASSISTANCE (RFA) FORM INTAKE INTERVIEW LOG

Date: 6/8/12	Interviewer: Sue Guenter-Schlesinger/Laura Eckert	RFA #12 – 14
Person(s) Requesting Assistance: Brad Smith, Dean, Huxley College		
Contact Numbers (telephone, e-mail, etc)		
Status of Person(s) Interviewed (title, position, student status, etc.):		
Requested Assistance Pertaining To (name, position, policy, project, etc.)		

To the best of your knowledge, please fill out the following:

Interviewee Status: Male ☒ Female ☐ Administrator ☐ Faculty ☐ Staff ☐ Student ☐
 Concern Regarding: Male ☐ Female ☐ Administrator ☐ Faculty ☐ Staff ☐ Student ☐

Category: *(Please check at least one)*

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|--|--|---|-------------------------------------|--|
| <input type="checkbox"/> Age | <input type="checkbox"/> Color | <input type="checkbox"/> Creed | <input type="checkbox"/> Disability | <input type="checkbox"/> Veteran Status |
| <input type="checkbox"/> Marital Status | <input type="checkbox"/> National Origin | <input type="checkbox"/> Race | <input type="checkbox"/> Religion | <input type="checkbox"/> Retaliation |
| <input type="checkbox"/> Sex/Gender | <input type="checkbox"/> Sexual Harassment | <input type="checkbox"/> Sexual Orientation | <input type="checkbox"/> Employment | <input type="checkbox"/> Genetic Information |
| <input type="checkbox"/> Gender Identity or Expression | | | | |

Time Line		
Date	Item	Comments
6/5/12	SGS gets call from [REDACTED]	<p>On June 5, 2012, [REDACTED] contacted Sue Guenter-Schlesinger, Vice Provost, Equal Opportunity and Employment Diversity. He indicated there were emails (attached) sent to the College ([REDACTED] Program Coordinator) from students who wish to remain anonymous, who graduated from [REDACTED] College 5 years ago (2007). In one of the emails, the student expresses concern about [REDACTED], who she claims was drinking with students during the camping trip and who indicates that her friend said [REDACTED] tried to follow her into her (the friend's) tent that night, but that nothing happened.</p> <p>[REDACTED] asked if I would meet with [REDACTED] to better understand situation and ensure we did not have a concern here, and that he is aware of our sexual harassment prevention policy.</p>

6/6/12	SGS, LE meet with [REDACTED]	[REDACTED] says [REDACTED] can be a bully, assertive around staff; sometimes sexually assertive. She says he asks for hugs a lot. Some students mention that he goes to the Copper Hog a lot. [REDACTED] says that people in the college know that [REDACTED] has no boundaries, isn't very adult. She believes [REDACTED] is condescending toward women but not sure if others see this as a problem. Have heard that he makes sexual innuendos; the emails from the students is the first time we are hearing of this.
6/7/12	SGS, LE and [REDACTED] meet	Sue and Laura informed [REDACTED] that there was no complaint against him, but that the Dean asked EO to meet with him. Told [REDACTED] that he had a right to a union representative and that if he would rather meet later with one, that he could come back. Told [REDACTED] that the Dean's Office got anonymous email with perceptions of him drinking with students and some unwelcome behavior about 5 years ago. Told him that the writer had a friend who said he tried to follow her into her tent and was intoxicated. [REDACTED] said he had never been in any student's tent and said he was glad having this conversation. He said he will contact Steve Garfinkle and that someone may have ax to grind. He said he feels there is no validity to the perceptions expressed in the email. Now he feels perceived incorrectly; he says he does not drink excessively. SGS and LE discussed with [REDACTED] the need to ensure personal vs. professional boundaries and reviewed the sexual harassment prevention policy; also discussed hugging and touching, even in a non-sexual can be misinterpreted by people and should be avoided, that some people don't like that. Talked about his trips to [REDACTED] and [REDACTED] says that he uses good judgment and common sense with his students.
6/8/12	Steve Garfinkle	SGS talked to Steve Garfinkle, Faculty Union President with update regarding [REDACTED]. Indicated no complaint against [REDACTED]; Dean just wanted EO to follow-up.
7/31/12/	LKL talked with [REDACTED] on phone	Laura Langley relayed to [REDACTED] that SGS did not feel there was a current problem, that she considers this RFA closed. [REDACTED] said he'd like to touch base with SGS for some closure with his Chair, [REDACTED]
Week of 8/6/12	SGS closure with [REDACTED] and [REDACTED]	SGS talked with [REDACTED] to close out this RFA. [REDACTED] said that he feels picked on because he is [REDACTED] his department. SGS reiterated to [REDACTED] that there is no complaint against him, but that it was important to have the conversation and to ensure he was aware of the university's sexual harassment prevention policy. SGS had similar conversation with [REDACTED] in closing out this RFA. She reiterated that the emails talk about alleged incidents of 5 years ago and there is no complaint against [REDACTED]. She said [REDACTED] should contact EO in the future if he needs assistance.